



Research Centre:	DCU Business School
Post title:	Post-doctoral researcher - GENRE: Overcoming the Entrepreneurial Ecosystem Gender Divide: A Cross-Cultural Perspective
Level on Framework:	Level 1
Post duration:	Fixed Term Contract up to 16 Months

Research Career framework

As part of this role the researcher will be required to participate in the DCU Research Career Framework. This framework is designed to provide significant professional development opportunities to researchers and offer the best opportunities in terms of a wider career path. DCU has a strong track record in attracting both Irish and European Union research funding under Horizon 2020 (and all previous Framework Programmes), Marie Curie Actions and Erasmus. We offer a dynamic and internationally-focused environment in which to advance your academic career.

Background & Role Profile

The overarching objective of this project is to investigate the extent to which entrepreneurship ecosystems support or hinder women's technology entrepreneurship.

Underlying most regional entrepreneurship and innovation ecosystem frameworks is the assumption that all entrepreneurs have equal access to resources, participation and support, as well as an equal chance of a successful outcome (venture start-up). However, women are underrepresented in successful entrepreneurial ecosystems and a persistent gender bias continues to exist in entrepreneurship discourse and practice. The UN SDG on Gender states that women suffer from "disadvantages in education [which] translate into lack of access to skills and limited opportunities in the labour market".

This three-year project aims to address this, by providing a nuanced comprehension of how gender is a decisive factor, i.e. how women and men are influenced by and, in turn, influence entrepreneurial ecosystems differently. In order to achieve this, the project will focus on a specific facet of gender in entrepreneurship: namely women's technology entrepreneurship and how this relates to accepted femininity and masculinity norms in different contexts. A cross-cultural comparison between Ireland, Sweden, Norway, and Israel will help to explain variations and similarities with regard to gender in technology entrepreneurship and innovation ecosystem frameworks and in so doing will inform policy development aimed at inclusivity and sustainability.

Duties and Responsibilities:

Please refer to the job description for a full list of duties and responsibilities associated with this role.

Qualifications and Experience:**Essential criteria:**

Applicants should have completed a PhD in a business discipline, ideally entrepreneurship, gender or innovation.

Desirable Criteria:

In addition, it is desirable that the candidate has experience in the following:

- Evidence of (pending) publication of PhD research (in high impact peer-reviewed journals);
- Design and implement platform-specific social media strategies;
- Strong skills in qualitative research methods;
- Academic and report writing skills;
- A high level of interpersonal skills;
- Enthusiasm, drive, motivation and flexibility;
- Demonstrated ability to work of own initiative and as part of a team;
- Excellent time management and ability to work to deadlines.
- Knowledge of academic literacies and academic contexts.

Candidates will be assessed on the following competencies:

Discipline knowledge and Research skills – Demonstrates knowledge of a research discipline and the ability to conduct a specific programme of research within that discipline.

Understanding the Research Environment – Demonstrates an awareness of the research environment (for example funding bodies) and the ability to contribute to grant applications.

Communicating Research – Demonstrates the ability to convey their research with their peers and the wider research community (for example presenting at conferences and publishing research in relevant journals) and the potential to teach and tutor students.

Managing & Leadership skills - Demonstrates the potential to manage a research project including the supervision of undergraduate students.

Salary Scale: €38,632 per annum. First point of the Postdoctoral IUA salary scales.

Appointments will be commensurate with qualifications and experience and will be made on the appropriate point of the salary scales, in line with current Government pay policy.

Closing Date: Monday, 11th January 2020.

Informal enquiries to:

Prof Maura McAdam, Professor of Management, DCU Business School,
E-mail: maura.mcadam@dcu.ie

Please do not send applications to this email address, instead apply as described below.

Application Procedure:

Application forms are available from the DCU Current Vacancies (open Competitions) website at <http://www.dcu.ie/vacancies/current.shtml>

Applications should be submitted by email to hr.applications@dcu.ie.

Please clearly state the role that you are applying for in your application and email subject line: #RF1451 Postdoctoral Researcher – GENRE Project.

Dublin City University is an equal opportunities employer.

In line with the Employment Equality Acts 1998 – 2015, the University is committed to equality of treatment for all those who engage with its recruitment, selection and appointment processes.

*The University's Athena SWAN Bronze Award signifies the University's **commitment to promoting gender equality and addressing any gender pay gaps**. Information on a range of university policies aimed at creating a supportive and flexible work environment are available in the DCU Policy Starter Packs*